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MONTANA LABOR MARKET

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Monthly Review of
EMPLOYMENT OUTLOOK, LABOR SUPPLY, LABOR DEMAND, CURRENT EMPLOYMENT

MONTANA STATE EMPLOYMENT SERVICE
Division of Unemployment Compensation Commission of Montana

Albert F. Root, Commissioner

Chadwick H. Smith, Chairman
Mitchell Building — P. O. Box 1728 — Helena, Montana

Paul R. McClure, Commissioner

FL. 203. JANUARY, 1960

Employment Level Sags 7,000 Behind Last Year

Dcember employment in Montana's non-agricultural industries was estimated at 154,-200 at mid-month, down 1,400 from November, and a 7,000 wage earner decline from December, 1958. It was the fourth consecutive month to show less employment than the corresponding month a year earlier. Employment declines from November to December were much in the same patterns of years past. Traditionally, mid-winter lay-offs divide into two forces. The first stems from weather and snow conditions which affects employment in construction, logging, and other outside work. The second is seasonal in nature and completely apart from weather conditions as in sugar beet refining, the Christmas tree harvest, and force reductions in trade and service industries as economic patterns weaken during the winter months.

Construction Total Down 1,000

Employment declines from December were most marked in the construction industry with a December payroll of 9,100 compared to 10,100 in November. There was less activity in every major construction category including commercial and residential construction, road and bridge projects, and military and defense installations. The main contractor's office at Noxon Rapids Dam near Thompson Falls was closed, and employment there was down to 50 with only finishing touches to be applied to the 83 million dollar structure. Most major statewide construction projects are expected to continue with limited crews throughout the winter months.

800 Less in Manufacturing

The heaviest losses occurred in the nondurable goods group with an employment drop of 700 from last month. Completion of sugar beet refining in some state areas was the main factor in the decline. A drop of 100 workers in durable goods was all in lumbering following recent downtrends in price and market demand.

Trade Up—Services Down

Holiday hiring in main street establishments brought a mild increase of 300 in trade employment during December. The increase from November to December, 1958 was 1,000. The lower total this year reflects economies adopted by merchants in the metal mining struck areas, and improved merchandising methods in the larger retail stores, eliminating need for extra workers. Employment in the service industries group was down 100 from November, and 400 from December a year ago.

1959 PROBLEMS CARRY INTO NEW YEAR WITH INVENTORY OF 20,000 JOBSEEKERS

The new year began on a grim note in Montana. More than 20,000 Montanans were unemployed, 3,000 more than at the start of 1959, and 10,000 more than the average number of December jobseekers for the years 1950-58. Unemployment claims were at record levels with 15,367 idle workers filing for jobless benefits as the new year began. The total is expected to exceed the 20,000 mark by mid-February. At mid-December Montana's ratio of insured unemployment was second highest in the nation. There were no immediate signs of optimism in view for the next few months with the traditionally low labor market activity pattern in Montana during the winter season.

Strike Areas Suffer Most

The strain of prolonged idleness of a large segment of wage earners was most evident in Butte and Anaconda. The economy of the mining city, already heavily scarred by the lengthy metal mining dispute, continued to see worker lay-offs in nearly every major industrial group. The start of a new industry was set back when the scheduled opening of an idle meat packing plant was indefinitely halted. Failure of management to secure a union contract tailored to their specific operations was the reason given. There were plenty of problems in Butte, and there was plenty of time for those on the scene to reflect upon and attempt to assess some of the optimistic predictions of years past. They may wonder what happened to the 10,000 to 12.000 population gain. the 1,800 new homes, and the 2,500 additional workers to be added to mining payrolls by the end of 1960 as predicted by mining company officials in a press release of April 10, 1956. Metal mining employment in April, 1956 was 8,900. The total began to lessen late in July, 1957 and there was a series of ups and downs until there were 5,900 workers on Montana's metal mining payrolls on August 15, 1959, three days before the current strike began. The situation in Butte today is a complete reversal of the prediction made in 1956. The big question now is, who can predict where Butte will go from here?

On December 22nd, smoke from the big stack at the Anaconda smelter signalled settlement of differences between the Smelterman's Union and the Anaconda Company by a local negotiating committee self divorced from the parent union. Only half, about 1,650, of the previous work force were recalled to employment. Current idle jobseekers in the smelter city are still four times higher than a year ago.

LABOR TURNOVER RATES IN MANUFACTURING AND MINING INDUSTRIES
(per 100 employees)

INDUSTRY	ACCESSION RATE						SEPARATION RATE								
	Total			New Hire			Total			Quit			Layoff		
	1)Nov 1959	2)Oct 1959	Nov. 1958	Nov. 1959	Oct. 1959	Nov. 1958	Nov. 1959	Oct. 1959	Nov. 1958	Nov. 1959	Oct. 1959	Nov. 1958	Nov. 1959	Oct. 1959	Nov. 1958
3) All Manufacturing	4)	4)	1.8	4)	4)	1.4	4)	4)	3.6	4)	4)	1.4	4)	4)	1.6
Durable Goods	4)	4)	2.2	4)	4)	1.6	4)	4)	4.4	4)	4)	1.6	4)	4)	2.1
Primary Metal	4)	4)	1.5	4)	4)	1.1	4)	4)	2.1	4)	4)	0.3	4)	4)	1.3
3) Nondurable Goods	2.4	2.2	1.2	2.2	2.1	1.1	3.7	2.9	2.2	1.2	1.4	1.2	2.2	1.3	0.6
All Mining	4)	4)	6.5	4)	4)	1.9	4)	4)	5.3	4)	4)	2.1	4)	4)	2.3
Metal Mining	4)	4)	6.5	4)	4)	0.3	4)	4)	3.3	4)	4)	2.7	4)	4)	0.1

1) Preliminary rates based on all data available at publication time. 2) Figures previously revised on more complete returns.
3) Excludes sugar and canning industries. Total separations include discharges and miscellaneous separations.
1959 rates not strictly comparable with 1958 rates due to change in reporting form from which basic data are obtained.
4) Figures not available due to industry wide labor dispute in metal mining and primary metals.

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NOTE—

Due to a statistical error the percentage relation of unemployment insurance benefits to gross covered wage payments in **Powder River County** during the Fiscal Year, 1959, was erroneously reported in the supplement to the December, 1959, "Montana Labor Market" (LL-202 Supplement on white paper). The figures should be corrected to read: "Unemployment Benefits: $8,476.60," and "Benefit to Wage Total: 1.52%."

LABOR MARKET INDICATORS

Employment—	Dec. 1959	Nov. 1959	Dec. 1958	Dec. Avg. 1950-58
Industrial Employment	154,200	155,600	161,200	156,600
New Job Applicants	3,980	8,728	4,172	3,922
Job Applicants, End of Month	20,168	17,740	17,127	10,290
Insured Unemployment, Week of	**Jan. 1 1960**	**Dec. 5 1959**	**Jan. 9 1959**	**Avg. 1st Jan. Wk. 1955-59**
New and Renewal Claims	2,634	1,821	3,905	2,469
Unemployed Weeks Filed	12,742	10,702	10,831	9,687
Total Unemployment Claims	15,376	12,523	14,736	12,156

workers and voted on December 22 to accept back-to-work offer. Approximately 1,000 employed; balance filing for unemployment benefits while awaiting recall. Area job openings at minimum with large labor surplus to continue through winter months.

BILLINGS, Columbus, Hardin, Hysham, Laurel, Red Lodge, Roundup—(2,347 jobseekers, 573 new, 1,714 men, 633 women). City building construction on the rise. December building permits totalled nearly ½ million dollars. Residential and warehouse construction outside city limits over $400,000. New shopping center plans 3½ million dollar expansion program next Spring. Road construction force at minimum with major activity on Billings-Laurel highway. Railroad employment fairly stable with some cutbacks of train and engine crews next month as sugar beet campaign ends. Holiday hiring in trade industries below last year due to improved merchandising methods. Agricultural employment at seasonal low with surplus of general farm help.

BOZEMAN, Ennis, Three Forks, Trident—(672 jobseekers, 167 new, 484 men, 188 women). Weather is key to labor market activity next two months. Construction to continue on commercial and college structures as weather permits. Work on 1¼ million dollar shopping center scheduled to start soon. Logging and sawmill work at normal volume. Small mining operations in area active with expansion planned for summer months. Labor supply adequate to meet local needs.

BUTTE, Virginia City, Whitehall—(3,231 jobseekers, 163 new, 2,684 men, 547 women). Job seekers and unemployment claims mount as year ends and metal strike in 135th day. Volume in trade and service industries far less than a year ago with further worker layoffs anticipated after January 1. Building construction limited to two major projects and several commercial remodeling jobs. Idle manganese plant converted to phosphate production; work forces to reach 20 next three months. No immediate upturn in economic conditions forecast.

CUT BANK—(438 jobseekers, 122 new, 334 men and 155 women). Jobseekers count above last year, mainly in construction and oil field work classifications. Normal activity in construction, oil drilling and trade industries main forces on December labor market scene. Farm hiring down with little demand for livestock feeders during good weather.

DILLON—(260 jobseekers, 69 new, 199 men, 61 women). Farm labor demand at seasonal low; mild weather kept livestock feeding and general farm work at a minimum. Inside work progressing on enclosed building projects, both commercial and residential. Ten new homes under construction. Survey and drilling crews at location of new dam site; construction slated to start in April.

GLASGOW, Fort Peck, Malta, Opheim—(624 jobseekers, 130 new, 531 men, 93 women). December job placements ¼ higher than a year ago with most hires in construction, followed by trade industry hiring. Airbase housing construction force to be cut to 50 carpenters; 25 units closed in for finish work. Work at Fort Peck power house to continue as weather permits. Farm hiring on par with last year.

GLENDIVE, Circle, Wibaux—(247 jobseekers, 92 new, 214 men, 33 women). Seasonal and climatic pressures cut employment levels in construction and other outside endeavors. Several large commercial buildings scheduled for Fall construction postponed. Holiday hiring in retail trade light and not up to expectations. Increased demand for clerical workers seen for next 30 days for income tax work. Farm activity at minimum with light worker demand.

GREAT FALLS, Choteau, Fort Benton, Stanford—(2,832 jobseekers, 472 new, 2,264 men, 568 women). Trade industries and public utilities group provided majority of December job openings, mostly short time. Demand for holiday workers not in force of other years. Most construction at near standstill with little change forecast next 30 days. Farm labor demand at low ebb.

Hamilton, Stevensville—(433 jobseekers, 86 new, 347 men, 86 women). Labor demand diminishing in both agricultural fields. Jobseekers substantially more than last year. Construction activity limited chiefly to few remodeling jobs. Holiday hiring light. No economic upturn forecast for next two to three months.

HAVRE, Chinook, Harlem—(496 jobseekers, 137 new, 399 men, 97 women). Bleak employment prospects with general weakening of economic patterns during winter months. Employment levels down in construction, railroads and trade and service industries. Agricultural hiring prospects poor. Labor supply adequate to meet immediate needs.

HELENA, Boulder, Garrison, Townsend, White Sulphur Springs—(924 jobseekers, 180 new, 722 men, 202 women). Less new jobseekers during December as mild weather allowed construction and other outdoor work to continue with little interruption. December labor demand chiefly for clerical and sales workers. Settlement of labor dispute at East Helena smelter resulted in recall of 160 workers; 30 more expected to be rehired January 15. Farm labor demand slow.

KALISPELL, Columbia Falls, Eureka, Libby, Whitefish—(1,935 jobseekers, 350 new, 1,544 men, 391 women). Force reductions in lumbering, construction, trade and service industries common during the month. Largest employment drop occurred in lumber manufacturing with lower prices and less demand dominant factors. Farm activity at seasonal low. Labor surplus expected to continue next three months.

LEWISTOWN, Harlowton, Ryegate, Winnett—(312 jobseekers, 83 new, 233 men, 79 women). Only slight labor market decline during December as warm weather prevailed. Most hiring in trade industries, followed by construction and forestry. Agricultural hiring on same level of year ago.

LIVINGSTON, Big Timber—(336 jobseekers, 89 new, 226 men, 100 women). Employment in local sawmills at good levels with current demand for experienced fallers.

NINE YEARS OF MONTANA INDUSTRIAL EMPLOYMENT TOTALS, BY MONTHS (in Thousands)

	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Aver.
1951	141.9	139.4	140.3	145.9	149.4	154.1	153.5	154.6	154.3	152.4	151.7	150.6	149.0
1952	140.5	140.7	143.0	149.7	154.8	159.9	159.5	161.2	160.4	157.9	156.0	154.9	153.2
1953	145.8	144.5	146.3	149.7	153.1	158.0	158.5	160.6	160.3	159.6	157.6	156.4	154.2
1954	146.7	145.5	147.2	151.1	155.7	161.6	164.1	165.4	154.8	153.9	158.2	155.7	155.0
1955	148.4	146.8	147.4	153.4	158.4	166.8	168.2	170.4	169.8	165.9	162.4	160.3	159.8
1956**	154.3	152.1	154.0	160.6	166.9	174.9	174.9	177.3	174.8	172.2	168.1	164.4	166.2
1957	154.5	152.7	154.5	159.0	163.7	169.5	171.6	171.6	168.3	165.0	160.8	157.5	162.4
1958	151.9	149.1	149.3	155.2	161.2	165.9	169.0	171.0	168.8	167.6	164.6	161.2	161.2
1959	154.2	152.1	154.7	159.7	164.3	169.3	170.2	170.7	160.0	159.2	155.6	154.2*	

*Preliminary estimate. **Employment figures from 1956 to date revised on basis of more complete reports. Industry detail will be found in a future supplement to this publication.

Along the Hiring Line—Field Summary, Jan. 1

Major highway construction suspended for winter. Small crew employed on new river bridge. Projects chiefly home building and remodeling. Railroad employment unchanged. Farm hiring at lowest level in years.

MILES CITY, Baker, Ekalaka, Broadus, Jordan, Terry—(269 jobseekers. 77 new, 215 men, 54 women). Labor market demand in both industry and farm good during month. Job placements higher than in previous years. Normal seasonal downturn in some industries expected next 60 days. Labor supply adequate for demand of current needs.

MISSOULA, Drummond, Arlee, Superior—(1,512 jobseekers, 646 new, 1,153 men, 359 women). Force reductions in lumber industry prevalent during month led by layoff of 150 workers at one large mill. No immediate change for better seen until market conditions and prices improve. Construction employment on downgrade with completion of some projects and seasonal suspension of others. Brighter aspects included highest December job placements since 1953.

POLSON—(361 jobseekers, 109 new, 297 men, 64 women). Labor market activity at normal seasonal levels. Some construction and lumber workers recalled to employment after mid-November storm. Supermarket opening slated for February 1 to employ 10. Work progressing on two commercial structures.

SHELBY—(339 jobseekers, 93 new, 268 men, 71 women). December hiring in most major industries at minimum. Less volume in holiday trade channels with shopper migration to Great Falls. Major highway and overpass construction suspended for winter or working only limited crews. Reduced labor demand in all industries seen next two months. Farm hiring slow.

SIDNEY—(286 jobseekers, 86 new, 236 men, 50 women). Normal seasonal volume maintained in most major industrial groups. Some downturn in trade industries following holiday season. Construction at moderate pace but no large projects on local scene. Windup of sugar refining operation expected first week in January. Farm hiring at low ebb.

THOMPSON FALLS, Hot Springs—(329 jobseekers, 106 new, 284 men, 45 women). Main construction office at Noxon Dam closed; employed down to 50. Project near completion except for a few finishing touches. Woods and sawmill work at good level and expected to continue with moderate weather. Building construction mostly small units including halls, churches and offices.

WOLF POINT, Plentywood, Scobey—(543 jobseekers, 100 new, 458 men, 85 women). Labor market activity on par with last year. No new construction starts evident. Work completed on two grain elevators and on two feed mills. Limited drilling in oil fields with two rigs stacked during month. Less volume also noticed in oil service firms. Trade employment down with further reduction expected next 30 days.

ESTIMATED EMPLOYMENT IN NON-AGRICULTURAL INDUSTRIES IN MONTANA (1)

(Compiled in co-operation with United States Bureau of Labor Statistics)

INDUSTRY	EMPLOYMENT			Net Change	
	Dec. 1959 (2)	Nov. 1959 (3)	Dec. 1958	Nov. '59 to Dec. '59	Dec. '58 to Dec. '59
NON-AGRICULTURAL INDUSTRIES	154,200	155,600	161,200	— 1,400	— 7,000
Manufacturing	17,400	18,200	20,700	— 800	— 3,300
Durable goods	9,600	9,700	12,400	— 100	— 2,800
Lumber and timber products	6,900	7,000	7,200	— 100	— 300
Primary metals	1,300	1,300	3,800	00	— 2,500
Other (4)	1,400	1,400	1,400	00	00
Nondurable goods	7,800	8,500	8,300	— 700	— 500
Food and kindred products	4,500	5,200	4,600	— 700	— 100
Printing and publishing	1,700	1,700	1,700	00	00
Petroleum refining	900	900	1,000	00	— 100
Other (5)	700	700	1,000	00	— 300
Mining	4,900	4,900	9,000	00	— 4,100
Metal mining	2,000	2,000	5,700	00	— 3,700
Coal, quarrying and nonmetallic	800	800	800	00	00
Petroleum-natural gas productson	2,100	2,100	2,500	00	— 400
Contract Construction	9,100	10,100	9,500	— 1,000	— 400
Conractors, building construction	3,900	4,300	3,400	— 400	500
Contractors, other than building	1,500	2,000	2,300	— 500	— 800
Contractors, special trade	3,700	3,800	3,800	— 100	— 100
Transportation and utilities	18,800	19,000	18,900	— 200	— 100
Interstate railroads	9,000	9,200	9,300	— 200	— 300
Transportation except railroads	3,800	3,800	3,800	00	00
Utilities including communication	6,000	6,000	5,800	00	200
Trade	39,000	39,300	40,300	300	— 700
Wholesale trade	7,900	8,000	8,300	— 100	— 400
Retail trade	31,700	31,300	32,000	400	— 300
General merchandise and apparel	6,400	5,800	7,000	600	— 600
Food stores	4,700	4,700	4,600	00	100
Eating and drinking establishments	7,600	7,800	7,100	— 200	500
Automotive and filling stations	6,300	6,400	6,400	— 100	— 100
Retail trade not elsewhere classified	6,700	6,600	6,900	100	— 200
Finance, insurance and real estate	6,300	6,300	6,000	00	300
Services and miscellaneous	20,200	20,300	20,600	— 100	— 400
Hotels, rooming houses, camps, etc	2,300	2,600	2,400	— 300	— 100
Personal services	2,000	2,000	2,200	00	— 200
Other (6)	15,900	15,700	16,000	200	— 100
Government	37,900	37,500	36,200	400	1,700
Federal	9,200	9,000	9,100	200	100
State and local	28,700	28,500	27,100	200	1,600
Great Falls Area (Cascade County)	18,500	18,800	19,800	— 300	— 1,300
Manufacturing	1,900	1,900	2,900	00	— 1,000
Contract construction	1,400	1,700	1,700	— 300	— 300
Transportation and utilities	2,100	2,100	2,200	00	— 100
Trade, wholesale and retail	5,800	5,700	5,800	100	00
Services and miscellaneous (7)	4,000	4,100	4,100	— 100	— 100
Government	3,300	3,300	3,100	00	200

(1) Estimates include all full and part-time wage and salary workers who worked or received pay during the pay period ending nearest the 15th of the month. Proprietors, firm members, personnel of the armed forces, domestic servants, and self-employed persons are excluded.

(2) Preliminary estimates based on return from samples of 678 selected Montana establishments.

(3) Figures previously released have been revised on return from 1,154 such establishments.

(4) Includes fabricated metal products, machinery except electrical, furniture, stone and clay products.

(5) Includes apparel, chemicals, and miscellaneous manufacturing products.

(6) Includes commercial trade schools, auto repair services and garages, miscellaneous repair services and hand trades, motion pictures, amusements and recreation, medical and health, law offices and professional services, non-profit membership organizations and businesses not otherwise classified.

(7) Same as (6) above, also includes finance, real estate and mining.

COMPARISON OF BASIC LABOR MARKET ACTIVITIES IN DEC. 1959 AND DEC. 1958

Employment Service Office	New Job Applicants				Jobseekers in File				Job Placement								U.I. Claims	
	Dec. 1959		Dec. 1958		Dec. 1959		Dec. 1958		Dec. 1959				Dec. 1958				Wk. 1-1	
	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	1959	1958
Anaconda	50	15	101	35	1,442	839	392	119	6	1	7	3	24	1	25	13	1,979*	356
Billings	573	145	636	216	2,347	769	1,905	719	370	38	408	174	416	43	459	171	1,589	1,383
Bozeman	167	37	202	66	672	174	681	223	122	20	142	37	91	20	111	46	242	301
Butte	163	48	280	78	3,231	796	2,077	622	40	—	40	19	93	7	100	26	2,637	1,121
Cut Bank	122	28	57	19	438	155	343	132	47	6	53	17	34	4	38	21	224	248
Dillon	69	25	78	36	260	83	267	95	21	46	67	38	23	44	67	33	163	168
Glasgow	130	33	152	57	624	217	755	253	102	11	113	52	76	11	87	28	545	493
Glendive	92	22	104	32	247	81	209	69	47	8	55	21	37	7	44	22	150	172
Great Falls	472	141	456	148	2,832	997	2,263	708	272	10	282	75	204	27	231	95	1,778	1,315
Hamilton	86	11	60	20	433	119	384	116	12	7	19	8	27	12	39	18	352	295
Havre	137	44	135	54	496	178	508	176	128	26	154	66	107	12	119	54	402	397
Helena	180	44	321	114	924	298	1,026	384	134	5	139	41	232	6	238	91	520	649
Kalispell	350	101	531	174	1,935	552	1,705	555	95	1	96	37	142	18	160	70	1,523	1,391
Lewistown	83	24	69	25	312	103	353	143	55	19	74	29	45	15	60	26	231	256
Livingston	89	20	118	35	336	76	617	150	36	1	37	10	32	4	36	16	321	393
Miles City	77	20	128	36	269	65	408	134	81	27	108	51	66	28	94	38	256	403
Missoula	646	161	285	101	1,512	505	1,249	395	179	12	191	74	105	5	110	55	1,092	1,000
Polson	109	21	86	29	361	110	422	140	45	7	52	21	68	22	90	38	347	359
Shelby	93	22	111	42	339	113	398	132	44	8	52	10	68	4	72	38	221	278
Sidney	86	18	88	34	286	68	250	79	38	7	45	19	33	11	44	23	212	213
Thomp. Falls	106	24	70	31	329	73	386	130	17	—	17	8	32	1	33	16	251	375
Wolf Point	100	15	104	36	543	183	529	190	16	3	19	5	18	2	20	7	341	363
TOTALS	3,980	1,019	4,172	1,418	20,168	6,554	17,127	5,664	1,907	263	2,170	815	1,973	304	2,277	945	15,376	11,929

*Include 434 claims of the Federal Employees UC Program, 479 same a year ago.

AVERAGE HOURS AND EARNINGS IN SELECTED MONTANA INDUSTRIES

(Produced in co-operation with United States Bureau of Labor Statistics)
(Hours and earnings data exclude administrative and salaried personnel)

INDUSTRY	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Dec. (1) 1959	Nov. (2) 1959	Dec. 1958	Dec. (1) 1959	Nov. (2) 1959	Dec. 1958	Dec. (1) 1959	Nov. (2) 1959	Dec. 1958
All Manufacturing	$90.02	$92.83	$95.87	37.2	38.2	41.5	2.42	2.43	2.31
Durable goods	83.06	90.02	95.68	34.9	37.2	41.6	2.38	2.42	2.30
Primary metals	3)	3)	94.40	3)	3)	40.0	3)	3)	2.36
Nondurable goods (4)	99.96	96.23	96.82	40.8	39.6	41.2	2.45	2.43	2.35
Food and kindred products	88.61	84.05	86.72	42.6	41.0	43.8	2.08	2.05	1.98
All Mining	112.67	105.88	103.41	43.5	41.2	41.2	2.59	2.57	2.51
Metal mining	3)	3)	96.92	3)	3)	39.4	3)	3)	2.46
Transportation and Utilities (except rys. (5)	95.92	100.11	95.12						
Transportation (except railroads)	104.12	115.37	106.59						
Utilities and communication	90.27	90.39	86.58	41.6	40.9	39.9	2.17	2.21	2.17

(1) Preliminary estimates. (2) Figures previously released have been revised on more complete returns.
(3) Data not available due to strike in metal mining and primary metals industries.

UNEMPLOYMENT COMPENSATION COMMISSION OF MONTANA

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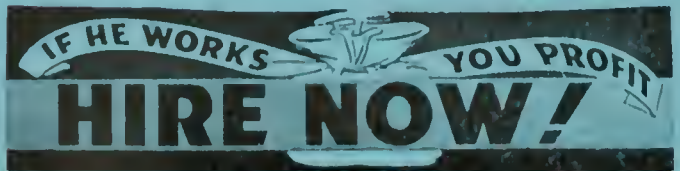

CALL YOUR MONTANA STATE EMPLOYMENT OFFICE WHEN YOU NEED QUALIFIED, EXPERIENCED WORKERS!

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